

**UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF FLORIDA**

CASE NO. 24-60443-CIV-DAMIAN

PEDRO BENAVIDES,

Plaintiff,

v.

**SPRIGHTFUL SOLAR INSTALLATIONS, LLC
and PABLO CORREDOR,**

Defendants.

**ORDER REQUIRING SUBMISSION OF
SETTLEMENT AGREEMENT FOR COURT APPROVAL**

THIS CAUSE is before the Court on Plaintiff's Notice of Settlement [ECF No. 16], filed May 20, 2024. In the Notice, Plaintiff indicates the parties have reached a settlement of all claims in this case and are in the process of finalizing their written settlement agreement.

As this is a Fair Labor Standards Act ("FLSA"), 29 U.S.C. §§ 201-219, case for alleged minimum wage violations, the parties' settlement agreement requires Court review and approval. *See Lynn's Food Stores, Inc. v. United States*, 679 F.2d 1350, 1352 (11th Cir. 1982). The two circumstances in which FLSA claims may be compromised are claims that are: (1) supervised by the Secretary of Labor, pursuant to 29 U.S.C. § 216(c); and (2) when a court reviews and approves a settlement in a private action for back wages under 29 U.S.C. § 216(b). *See id.* Before a court may approve a compromised settlement, it must scrutinize the settlement to determine whether it is a fair and reasonable resolution of a bona fide dispute. *See id.* at 1354–55. In contrast, where a plaintiff is offered full compensation on his or her FLSA claim, no compromise is involved, and therefore, judicial approval is not

required. *See Mackenzie v. Kindred Hosp. E., L.L.C.*, 276 F. Supp. 2d 1211, 1217 (M.D. Fla. 2003).

The parties are therefore instructed to submit by **August 5, 2024**, for the Court's review and approval, their proposed settlement, should the Plaintiff not have been offered full compensation on the FLSA claim filed. Where a settlement must be approved by the Court, the settlement becomes a part of the judicial record, and therefore, may not be deemed confidential even if the parties so consent. *See, e.g., Jessup v. Luther*, 277 F.3d 926 (7th Cir. 2002) (noting that even when a settlement is entered into the court's file under seal it becomes part of the judicial record). Accordingly, the parties are not to submit their settlement agreement under seal.

DONE AND ORDERED in Chambers in the Southern District of Florida, this 26th day of July, 2024.

A handwritten signature in black ink, appearing to read 'M. Damian', is written over a horizontal line.

MELISSA DAMIAN
UNITED STATES DISTRICT JUDGE

cc: counsel of record